



# FHC Outreach News

## Fisheries and Habitat Conservation

*"Healthy Fish and Wildlife, Healthy Habitats,  
Healthy People and Healthy  
Economies"*

July 2005

Dr. Mamie Parker, Assistant Director



# Happy 4th Of July



### Upcoming Events:

Join us on **Tuesday, July 28th** in welcoming **Dr. Kim Winter**, for a brown bag luncheon entitled, **"Pollinators, Wildlife, and Native Ecosystems: Opportunities for Partnership with the North American Pollinator Protection Campaign."**

The **FHC ACADEMY** returns with an interesting workshop in August...

On **August 11th**, join **John Castellano** as he presents **"Communicating Across Cultures."** Mark your calendars for 1 p.m.!

Our Thanks go out to the **FHC Coordination Committee** for planning a super **Pizza Party** for FHC!!



**WAY TO GO, GUYS!!**

## The Outreach Animation Project

Maybe you've seen them pasted up on a door, or in a hallway... "cartoon characters" that make you wonder...what are they? They're part of a new and exciting animation project that the Outreach Branch has been working on with a team of FHC staff in an unique partnership with the Arts Institute International Minnesota campus. Thanks to Jonathan Schaffler, Refuge Manager at Prime Hook NWR, FHC gets to try out this new media project at no cost! Students in animation classes get "real world" experience working with a client, and FHC gets a 30 second, 60 second and 1.5 minute animation product on a topic related to our mission.

(To the right, you can see some of the characters currently in development for the project.)

1. The "Sunny" Project features a teenage female fish and her little brother "Splash." Splash gets caught in a plastic 6-pack ring and Sunny comes to his rescue. They both talk about the impact human activity has on their aquatic home.
2. The "Dragonfly" Project features "William" the dragonfly, "Flo" the frog, and an as-yet-unnamed female river otter (any suggestions?), discussing the effects of over-fertilizing, use of pesticides, and poorly planned land development on wildlife habitat.



**WILLIAM**



**SUNNY**



We're excited about this project and welcome feedback from everyone. If you're interested in participating as a team member, please contact Carol Pollio (x2467). This outreach product will be a GREAT tool for opening a talk or presentation, as well as for use as a Public Service Announcement on local TV stations.

**MARK YOUR CALENDARS! EVERYONE IS INVITED TO ATTEND...**

**THE NEXT FHC OUTREACH TEAM MEETING IS TUESDAY, JULY 12TH,  
1:00-3:00 P.M. IN ROOM 205, ARLSQ.**



## Building the Collaborative Organization

### Or, Working Together....for a Better FHC

Demands are increasing for government organizations to perform better and do more with less, yet uncertainty about the future can make us all nervous and less productive. How do organizations keep up with technology, increased demands, and unpredictable change? One way is to overcome rigid bureaucracy in the government by enabling a more creative, cross-functional, empowered workforce. Organizations that actively leverage the talent of their people through knowledge sharing, mutual support, and co-creation outperform organizations that don't. So, how do we, as employees in FHC, create a more collaborative work environment?

Collaboration means working together; effective collaboration means working together efficiently and effectively. A collaborative organization capitalizes on the abilities of its employees and understands how to leverage the synergy that occurs when people network—in other words, they establish a culture in the workplace that encourages employees to share skills, support each other and the mission, and seek creative solutions to complex and demanding issues.

A collaborative culture includes:

- Trust and respect in everyday interactions;
- A strong sense of equality throughout the organization;
- Power based on expertise and accountability;
- Shared leadership where all staff take initiative;
- Valuing of diverse perspectives;
- Commitment to the success of others, not just of oneself;
- Valuing truth and truth telling;
- Commitment to continuous improvement of the organization;
- Active learning; and
- Personal responsibility.



**On working together...**

**Individual commitment to a group effort -- that is what makes a team work, a company work, a society work, a civilization work.**

**- Vince Lombardi**



July 21st is National Hot Dog Day!!

### The FHC Outreach Mission:

*"To create and share a passion for Fisheries and Habitat Conservation that unifies, engages, and inspires all our audiences."*

It is clear that every employee of FHC has a role in making a collaborative workplace happen. What makes you a "Good Collaborator" or a "Poor Collaborator"?

Good Collaborators	Poor Collaborators
• Critique work in an honest and kind manner	• Assert their viewpoint forcefully and offensively
• Commit to the group goals	• Put self-interest rather than group-interest first
• Possess a "can-do" attitude	• Possess a negative attitude
• Laugh and have a sense of humor under stress	• Act powerless, defeated, whiny
• Keep an open mind	• Believe their way is the only way
• Act responsibly	• Miss deadlines
• Prepare for meetings and deadlines	• Do not do their share of the work

For more on collaboration, see:

<http://core.ecu.edu/eng/southards/tips/collabor/collab1.htm>

[http://www.josseybass.com/WileyCDA/WileyTitle/productCd-0787963739\\_descCd-relatedWebsites.html](http://www.josseybass.com/WileyCDA/WileyTitle/productCd-0787963739_descCd-relatedWebsites.html)